



Job Ref. No. JLIL 425

Position: Full Stack Developer

Jubilee Group was established in August 1937, as the first locally incorporated Insurance Company based in Mombasa. Jubilee Group has spread its sphere of influence throughout the region to become the largest Composite insurer in East Africa, handling Life, Pensions, Asset Management and Medical Insurance. Today, Jubilee is the number one insurer in East Africa with over 1.9 million clients. Jubilee Group has a network of offices in Kenya, Uganda, Tanzania, Burundi, and Mauritius. It is the only ISO certified insurance group listed on the three East Africa stock exchanges – The Nairobi Securities Exchange (NSE), Dar es Salaam Stock Exchange and Uganda Securities Exchange. Its regional offices are highly rated on leadership, quality and risk management and have been awarded an AA- in Kenya and Uganda, and an A+ in Tanzania. For more information, visit www.JubileeInsurance.com.

We currently have an exciting career opportunity for the **Full Stack Developer** within **Jubilee Life Insurance Limited**. The position holder will report directly to the **Senior Manager- Digital Factory Operations**. The role will be based at our Head Office in Nairobi.

Role Purpose

To design, develop, and maintain secure, scalable, and high-performing software solutions that support the organization's strategic objectives. The role provides technical expertise across the full software development lifecycle, drives the adoption of best practices and modern technologies, ensures the quality and reliability of enterprise applications, and collaborates with cross-functional teams to deliver innovative digital solutions that enhance business performance and customer experience.

Main Responsibilities

1. Strategy

- Contribute to the development and execution of the organization's technology strategy by delivering innovative, scalable, and secure software solutions.
- Participate in solution architecture and technology roadmaps, ensuring alignment with business objectives and digital transformation initiatives.
- Evaluate emerging technologies and recommend improvements that enhance business value, system performance, and operational efficiency.
- Support the continuous improvement of software development practices, standards, and methodologies.

2. Functional

- Design, develop, test, deploy, and maintain high-quality full-stack applications using approved technologies and frameworks.
- Develop and maintain front-end interfaces, back-end services, APIs, and integrations with internal and external systems.
- Translate business and technical requirements into scalable, secure, and maintainable software solutions.
- Perform code reviews and ensure adherence to coding standards, design principles, and software engineering best practices.
- Troubleshoot and resolve complex application issues while ensuring optimal system performance, reliability, and availability.
- Implement automated testing, CI/CD pipelines, and DevSecOps practices to improve software quality and deployment efficiency.
- Produce and maintain technical documentation, including system designs, API specifications, and deployment procedures.
- Provide technical support for production systems and participate in release planning and deployment activities.
- Collaborate with cross-functional teams using Agile methodologies to deliver projects within agreed timelines and quality standards.

3. Corporate Governance

- Ensure all software development activities comply with organizational policies, security standards, regulatory requirements, and industry best practices.
- Apply secure coding practices and ensure solutions meet data privacy and cybersecurity requirements.
- Adhere to software development governance frameworks, change management processes, and quality assurance standards.
- Identify, assess, and mitigate technical risks while maintaining system integrity and business continuity.
- Ensure proper documentation, version control, and audit readiness for all development activities.

4. People and Culture

- Foster a culture of collaboration, innovation, continuous learning, and knowledge sharing within the development team.
- Build strong working relationships with business users, product owners, architects, QA engineers, and other technology teams.
- Promote adherence to the organization's values, code of conduct, and inclusive workplace culture.
- Contribute to continuous process improvement initiatives that enhance team productivity and employee engagement.

5. Leadership

- Provide technical leadership and guidance to junior and mid-level developers through coaching, mentoring, and code reviews.
- Lead technical discussions and contribute to architectural and design decisions.
- Support project planning, estimation, prioritization, and resource allocation to ensure successful project delivery.
- Drive accountability for technical excellence, quality, and timely delivery of software solutions.
- Champion engineering best practices and encourage continuous improvement across the software development lifecycle.

Key Competencies.

1. Strong problem-solving and critical-thinking skills.
2. Leadership and mentorship capability.
3. Excellent communication and stakeholder engagement skills.
4. Strong understanding of asset management and investment operations.
5. Agile and DevOps mindset.
6. Attention to detail and quality assurance.
7. High sense of accountability and ownership.

8. Resilience and adaptability in a fast-paced environment.

Key Deliverables

1. Develop, test, deploy, and maintain high-quality software applications that meet business and technical requirements.
2. Deliver clean, secure, and maintainable code that complies with established software development standards and best practices.
3. Develop and support APIs, integrations, and application components that enable efficient business processes.
4. Resolve application defects, incidents, and enhancement requests within agreed service levels to ensure system reliability and user satisfaction.
5. Participate in software releases and deployment activities to ensure smooth implementation and minimal disruption to business operations.
6. Maintain accurate technical documentation for developed applications, system enhancements, and support activities.
7. Ensure all software development activities comply with organizational policies, security requirements, and governance standards.
8. Collaborate effectively with cross-functional teams to deliver technology solutions that support organizational objectives while continuously improving technical skills and development practices.

Qualifications

Academic Qualifications:

1. Bachelor's degree in Computer Science, Information Technology, Software Engineering, or a related field.
2. Professional certifications (e.g., AWS Certified Developer, Certified ScrumMaster)

Functional Skills:

1. Extensive experience with AWS cloud services (e.g., EC2, Lambda, S3, RDS, ECS/EKS, API Gateway, SQS/SNS).
2. Proficiency in modern front-end frameworks such as React, Angular, or Vue.js.
3. Strong expertise in back-end development using languages like Node.js, Python, Java, or Go, and associated frameworks (e.g., Express, Django, Spring Boot).
4. Solid understanding of database technologies (SQL and NoSQL, e.g., PostgreSQL, MySQL, MongoDB, DynamoDB).
5. Demonstrable experience with API design and development (RESTful APIs, GraphQL).
6. Experience with payment gateway integrations is highly desirable.
7. Familiarity with CI/CD pipelines, Git, and modern DevOps practices.

Relevant Experience

1. 5+ years of progressive experience as a Full Stack Developer, with a strong portfolio of successful projects
2. Proven experience with microservices architecture and migrating monolithic applications to microservices.
3. Demonstrated experience delivering end-to-end technology solutions in agile environments.

**If you are qualified and seeking an exciting new challenge,
please apply via recruitment@jubileekenya.com quoting the Job Reference Number
and Position by 2nd August 2026.**

Only shortlisted candidates will be contacted.